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STUDY OF ADMINISTRATIVE SALARIES IN PRIVATE NEW ENGLAND
JUNIOR COLLEGES, 1966-1967 AND 1967-1968.

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*ADMINISTRATIVE PERSONNEL, *SALARIES, NEW ENGLAND,

IN SPRING 1967, AN 80-PERCENT RESPONSE WAS OBTAINED IN A QUESTIONNAIRE SURVEY OF ADMINISTRATIVE SALARIES AT 20 PRIVATE JUNIOR COLLEGES IN NEW ENGLAND. WITHIN THE GROUP OF 16 RESPONDENTS, HIGH, LOW, AND AVERAGE BASE SALARIES WERE TABULATED FOR EACH ADMINISTRATIVE POSITION IN 1966-67 AND 1967-68. SIMILAR INFORMATION WAS COMPILED FOR BASE SALARY PLUS FRINGE BENEFITS, AS WELL AS FOR BASE SALARY INCREMENTS AND INCREMENTS IN BASE SALARY PLUS FRINGE BENEFITS. (WC)

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LOS ANGELES

APR 25 1968

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

STUDY OF
ADMINISTRATIVE SALARIES
IN PRIVATE NEW ENGLAND JUNIOR COLLEGES
1966-1967
and
1967-1968

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In the late Spring of 1967, a questionnaire was sent to twenty private New England junior college presidents.¹ This inquiry requested information about salaries and fringe benefits earned by the members of their administrative staffs. Sixteen colleges, or 80 percent, responded, and twelve of these provided usable data. These institutions, which have enrollments from 300 to 1000, include both residential and commuting junior colleges, with a mixture of all-female, all male, and co-educational student bodies.

The statistics which appear in Table I show salary ranges and averages for both "base salary" and "base salary plus fringe benefits" during the twelve-month academic year 1966-1967. Table II presents similar information for 1967-1968. Certain administrative job titles are grouped, and the specific titles are identified in the footnotes for Table I.

A summary of fringe benefits for the 1966-1968 period is presented in Table III, while Table IV offers a summary of the salary increments earned during this two-year period.

¹A copy of the questionnaire is appended to this report.

Table I PRIVATE NEW ENGLAND JUNIOR COLLEGES

ADMINISTRATIVE SALARY SUMMARY - 1966-1967

Number Reporting	JOB TITLE	BASE SALARY		BASE SALARY & FRINGE BENEFITS ⁶	
		High	Low	High	Average
1	General Vice-President	\$12,500	\$12,500	\$13,847	\$13,847
10	Chief Academic Officer ¹	\$18,900	\$10,100	\$21,100	\$14,638
10	Dean of Students	\$15,000	\$7,000	\$17,577	\$11,780
10	Dean of Admissions	\$10,500	\$8,000	\$12,500	\$10,618
8	Registrar	\$9,000	\$4,500	\$9,625	\$7,922
13	Chief Financial Officer ²	\$17,000	\$7,333	\$17,900	\$12,131
3	Director of Development	\$15,000	\$6,000	\$15,900	\$11,166
5	Director of Public Relations	\$8,500	\$6,500	\$9,879	\$8,451
5	Assistant to the President	\$15,000	\$7,000	\$20,500	\$13,193
3	Assistant Dean of the College ³	\$8,800	\$7,100	\$10,224	\$8,810
3	Assistant Dean of Students ⁴	\$10,000	\$8,000	\$13,400	\$10,817
3	Assistant Dean of Admissions	\$6,450	\$5,500	\$7,580	\$6,630
2	Other ⁵	\$6,300	\$5,000	\$6,840	\$6,026

FOOTNOTES TO TABLE I

1. This includes the job titles: Academic Dean, Dean of the College, Dean of the Faculty.
2. This includes the job titles: Business Manager, Controller, Vice-President for Business Affairs, Vice President for Financial Affairs, Treasurer, Bursar. Two colleges reported salaries for two "financial officers."
3. This includes the job titles: Assistant Dean of the College, Assistant Dean of the Faculty.
4. This includes the job titles: Assistant Dean of Students, Dean of Men, Dean of Women.
5. This includes the job titles: Director of Alumni, Director of Residences.
6. The fringe benefits of one reporting junior college are omitted because they are so much in excess of the average.

Table II ADMINISTRATIVE SALARY SUMMARY - 1967-1968

Number Reporting	JOB TITLE	BASE SALARY			BASE SALARY & FRINGE BENEFITS		
		High	Low	Average	High	Low	Average
1	General Vice-President	\$12,000	\$12,000	\$12,000	\$13,039	\$13,039	\$13,039
8	Chief Academic Officer	\$20,900	\$10,600	\$14,068	\$22,200	\$11,380	\$16,010
8	Dean of Students	\$16,000	\$9,000	\$10,969	\$18,677	\$10,855	\$12,807
8	Dean of Admissions	\$12,500	\$8,600	\$10,046	\$13,610	\$10,085	\$11,055
6	Registrar	\$9,500	\$4,750	\$7,391	\$10,235	\$4,959	\$8,001
11	Chief Financial Officer	\$16,000	\$7,700	\$11,372	\$18,677	\$8,576	\$12,613
3	Director of Development	\$10,080	\$6,500	\$8,860	\$11,571	\$7,075	\$9,995
4	Director of Public Relations	\$9,200	\$5,500	\$7,325	\$10,684	\$5,907	\$8,049
4	Assistant to the President	\$14,500	\$7,750	\$11,288	\$16,870	\$8,370	\$12,364
3	Assistant Dean of the College	\$9,400	\$8,500	\$8,800	\$10,914	\$9,138	\$9,899
1	Assistant Dean of Students	\$8,650	\$8,650	\$8,650	\$8,650	\$8,650	\$8,650
3	Assistant Dean of Admissions	\$7,875	\$5,775	\$6,917	\$10,265	\$6,038	\$7,855
3	Other	\$8,500	\$7,500	\$7,933	\$9,391	\$8,368	\$8,811

Table III

Private New England Junior Colleges

Summary of Fringe Benefits 1966-1968

<u>Types of Fringe</u> <u>Benefits Reported</u>	<u>Number of Colleges</u> <u>Reporting these Benefits</u>
Retirement	12
Blue Cross-Blue Shield	11
Life and/or Accident Insurance	10
Tuition of Faculty Children	8
Major Medical Insurance	6
Housing	6
Meals	5
Auto Travel	5

Table IV

PRIVATE NEW ENGLAND JUNIOR COLLEGESADMINISTRATIVE SALARY INCREMENT SUMMARY - 1966-1967 to 1967-1968

Number Reporting	JOB TITLE	<u>BASE SALARY INCREMENT</u>			<u>BASE SALARY INCREMENT & FRINGE BENEFIT INCREMENT</u>		
		High	Low	Average	High	Low	Average
9	Chief Academic Officer	\$2,000	\$500	\$1,027	\$2,488	\$536	\$1,247
8	Dean of Students	\$2,000	\$400	\$838	\$2,204	\$445	\$928
8	Dean of Admissions	\$2,000	\$200	\$700	\$2,707	\$229	\$938
6	Registrar	\$800	\$200	\$425	\$864	\$197	\$470
11	Chief Financial Officer	\$2,000	\$000	\$697	\$3,240	\$000	\$965
2	Director of Development	\$500	\$480	\$490	\$530	\$519	\$525
2	Director of Public Relations	\$800	\$700	\$750	\$864	\$805	\$835
4	Assistant to the President	\$2,000	\$400	\$913	\$2,129	\$475	\$997
3	Assistant Dean of the College	\$1,400	\$600	\$867	\$1,471	\$690	\$1,088
1	Assistant Dean of Students	\$650	\$650	\$650	\$650	\$650	\$650
3	Assistant Dean of Admissions	\$1,625	\$275	\$850	\$2,685	\$326	\$1,225
1	Other	\$275	\$275	\$275	\$326	\$326	\$326

While the Tables speak for themselves, certain statistics are noteworthy. In 1966-1967 the average base pay for New England private junior college administrators was approximately \$10,400, whereas in 1967-1968 it rose to \$11,400. The average total salary for 1966-1967 was \$11,700. In the current year, the average administrator is earning about \$800 more, including fringe benefits, which brings his average total remuneration to a level of approximately \$12,500. Fringe benefits vary considerably and cover a wide range of items; the average amounts to approximately twelve percent of the base pay. The increase in fringe benefits continues to be generally proportional to the increase in base salary.

Only one junior college has a fixed schedule of annual salary increments.

An examination of Table II reveals that certain types of administrative positions receive salaries within identifiable ranges. Those administrators classified as "Chief Academic Officer" receive an average "base salary plus fringe benefits" of \$16,010. The General Vice-President, Dean of Students, Chief Financial Officer, and Assistant to the President receive an average "base salary plus fringe benefits" of \$13,039 - \$12,364. The Dean of Admissions averages \$11,055, while the Director of Development and Assistant Dean of the College receive an average of \$9,995 and \$9,899. All remaining administrators receive an average "base salary plus fringe benefits" of \$8,811 to \$7,855.

QUESTIONNAIRE ON ADMINISTRATIVE SALARIES IN

PRIVATE NEW ENGLAND JUNIOR COLLEGES

CONFIDENTIAL

-Please fill in only boxes which apply to your college-

Administrative Position	1966-67 Salary (Twelve months)	1967-68 Salary (Twelve months)	Is the increment in accordance with a fixed schedule?		If salary schedule is used--		1966-67 Total Fringe Benefits in Total Dollar Value	1967-68 Total Fringe Benefits in Total Dollar Value	Please Check Types of Fringe Benefits Given:
			yes	no	maximum for this position	minimum for this position			
Vice-President									<input type="checkbox"/> Blue Cross
Dean of College									<input type="checkbox"/> Retirement
Dean of Faculty									<input type="checkbox"/> Life or Accident Insurance
Academic Dean									<input type="checkbox"/> Housing
Dean of Eve. Coll.									<input type="checkbox"/> Meals
Dean of Students									<input type="checkbox"/> Auto Travel
Dean of Men									<input type="checkbox"/> Tuition to Faculty Children
Dean of Women									<input type="checkbox"/> Other: (Please list)
Dean of Admissions									
Registrar									
Controller									
Business Manager									
Dir. of Develop.									
Dir. of Public Rel.									
Dir. of Fin. Aid									
Ass't. to Pres.									
Ass't. Dean of									
Ass't. Dir. of									
Other:									

Signature:
(Title)

Name of College: _____

Date: _____